**Person Specification – All Souls’ CE - Deputy Head Teacher**

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| **Selection Criteria** | **Method of Assessment** | **Essential** | **Desirable** |
| **At the shortlisting stage, when the governors evaluate application forms and supporting letters, the criteria as stated below will be applied. Applicants must use concrete examples to indicate how they fulfil the essential and desirable (where appropriate) criteria listed below.** | | | |
| **1 Qualifications and Training** | | | |
| **1.1** Qualified Teacher Status | Application form | ✓ |  |
| **1.2** Degree or equivalent | Application form | ✓ |  |
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| **2 Experience** | | | |
| **The successful candidate will have:** |  |  |  |
| **2.1** Experience and understanding of teaching and learning across the primary age range in an urban environment | Application form/Interview | ✓ |  |
| **2.2** Significant experience of senior leadership as phase leader or AHT capacity | Application form | ✓ |  |
| **2.3** Responsibility for developing, monitoring and evaluating an aspect of school provision | Application form/Interview | ✓ |  |
| **2.4** Experience of leading and managing people | Application form/Interview | ✓ |  |
| **2.5** Experience of contributing to self-evaluation and school improvement | Application form/Interview | ✓ |  |
| **2.6** A track record in improving others practice through demonstrating, coaching and target setting | Application form/Interview | ✓ |  |
| **2.7** Experience of leading training and other staff development activities, including performance management | Application form/Interview | ✓ |  |
| **2.8** Experience of working with Trustees/Governors | Application form/Interview |  | ✓ |

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| **3 Knowledge & Understanding** | |  |  |
| **3.1** A proven track record as an outstanding teacher | Application form | ✓ |  |
| **3.2** Knowledge of the whole primary curriculum including current working knowledge and understanding of EYFS practice | Application form/Interview | ✓ |  |
| **3.3** Sound understanding of assessment, recording and reporting | Application form/Interview | ✓ |  |
| **3.4** Understanding of strategies for school improvement | Application form/Interview | ✓ |  |
| **3.5** Knowledge of how the effective use of data and target setting can raise standards | Application form/Interview | ✓ |  |
| **3.6** Up to date knowledge and understanding of current educational issues | Application form/Interview | ✓ |  |
| **3.7** Clear understanding of safeguarding issues and protecting those most vulnerable | Application form/Interview | ✓ |  |
| **3.8** IT curriculum capability and interest | Application form/Interview |  | ✓ |
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| **4 Skills** | |  |  |
| **4.1** Ability to positively influence others | Application form/Interview | ✓ |  |
| **4.2** Ability to motivate, lead and manage people to work both individually and in teams | Application form/Interview | ✓ |  |
| **4.3** Commitment and confidence in working in partnership across the Trust with other colleagues and  strengthening/empowering others | Application form/Interview | ✓ |  |
| **4.4** Ability to implement change and plan strategically | Application form/Interview | ✓ |  |
| **4.5** Outstanding communication skills, with a range of audiences both orally and in writing | Application form/Interview | ✓ |  |
| **4.6** Strong communicator with parents | Application form/Interview | ✓ |  |
| **4.7** Understanding, analysis and interpretation of school performance data | Interview |  | ✓ |
| **4.8** Ability to prioritise, work under pressure and meet deadlines | Application form/Interview | ✓ |  |
| **4.9** Effective administrative and organisational skills | Application form/Interview | ✓ |  |
| **4.10** Working successfully with parents and wider community | Application form/Interview | ✓ |  |
| **4.11** Ability to manage pupil behaviour and pastoral needs | Application form/Interview | ✓ |  |
| **5 Personal Attributes** | |  |  |
| **5.1** Value all children and committed to the development of the whole child | Application form/Interview | ✓ |  |
| **5.2** High expectations of every child being the best they can be | Application form/Interview | ✓ |  |

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| **5.3** Relate well to pupils, staff and parents and care about their individual needs | Application form/Interview | ✓ |  |
| **5.4** Able to adapt to changing circumstances and new ideas in a positive and creative manner | Application form/Interview | ✓ |  |
| **5.5** Ability to deal with sensitive issues in a professional  manner | Application form/Interview | ✓ |  |
| **5.6** Has high standards of self and others | Application form/Interview | ✓ |  |
| **5.7** Energy and enthusiasm | Application form/Interview | ✓ |  |
| **5.8** Integrity and loyalty | Application form/Interview | ✓ |  |
| **5.9** Flexibility and proactivity | Application form/Interview | ✓ |  |
| **5.10** Commitment to healthy minds and body development | Application form/Interview | ✓ |  |
| **6 References** |  |  |  |
| **6.1** Positive recommendation(s) in professional references |  | ✓ |  |
| **6.2** CRB (E) clearance/no adverse outcomes from the DBS check |  | ✓ |  |